

FRASER VALLEY COLLEGE
FACULTY & STAFF ASSOCIATION

NEWSLETTER

ISSUE: 5/85

JANUARY 31, 1985

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UPDATE - 1985/6 BUDGET

Information

On the basis of the best information that we now have, there is (approximately) a \$700,000 shortfall in the operating budget for next year, after adding the \$83,300 multi-campus funding unit. This amount assumes increments are paid and it also includes \$18,000 for space for Mission.

This budget is not final because the amount is not certain until the Legislative Assembly meets, and some funds have still not been allocated by the Ministry. The order of Budget Decision Units could also change: for instance, the decision of the Ministry re a particular program could affect the lay-offs. So might advice from the Faculty & Staff Association.

Criteria used by Management in determining Lay-offs:

- * Maintenance of Level of Service (productivity)
- * Maintenance of comprehensive programming
- * Maintenance of some regional activity
- * Review of enrolment patterns
- * Maintenance of existing balance between instruction and services

This resulted in a decision to cut 5.2 full time equivalent employees in the Division which includes Principal, Board, College and Student Services. No excluded personnel were cut. In this area, 4.2 FTE staff and 1 faculty member have been advised of potential lay-off.

In the Division of Instruction, one Director, six staff and 8 faculty FTE have been advised of potential lay-off.

General Impact of the Budget Cuts:

On students: Total of 215 FTE reduction made up of
 1200 registrations - Academic, Career Tech &
 College Prep
 95 FTE in Vocational & Developmental

- * Cuts will affect most college programs and services (some cannot be cut further)
- * The Agassiz Centre remains closed
- * The Mission Centre closes
- * The Hope Centre remains on 1/2 operation

A WARNING FROM THE UNION

- I It is essential that only those employees whose job descriptions include management responsibilities involve themselves in discussions with management which result or may result in lay-offs, cutbacks or changes which affect the jobs of other employees. Members of the FSA should respond to Management who ask information - seeking questions of a factual nature. Lay-off is a management prerogative and right. This cannot be overemphasized. There are legal liabilities involved for other persons gratuitously involving themselves in the process. Be careful. Be responsible. Be calm.
- II It is essential that any suggestions you have to make about alternatives to lay-off should be made through the Union which is contractually able to consult with management on these issues.

It is also vital that only the Union do this as many proposals which appear humane and sensible as interim solutions for one department are inapplicable in general in the College, or have disastrous long-term consequences for full-time positions and for the integrity of the bargaining unit. We have to think of more than our own areas and more than our own immediate situation.

In the past Executive has proposed measures to provide temporary solutions. Many of our members now feel this is playing into the hands of those who are causing problems in the system. Executive has increasing indication from outside the College that these are not temporary problems which result from hard times but rather a determined and continuing effort to reduce the number of employees in the education system as a whole. This is a different matter from meeting a temporary shortfall in operating revenue. We ask you to consider the serious implications of that difference. It's no good providing 1983 solutions for 1985.

WHERE IS YOUR CONTRACT?

READ CLAUSE 18

IF YOU HAVEN'T GOT IT CALL LOCAL 313 OR WRITE TO MARG STARR AT THE
FSA OFFICE

IF YOU DON'T UNDERSTAND IT, CALL THE GRIEVANCE CHAIR, BETTY
HARRIS, LOCAL 273

WHAT TO DO ABOUT YOUR LAY-OFF

1. Don't panic. What you have received is not yet a lay-off notice. It is advance notice of a possible lay-off.
2. Official lay-off notices will be issued March 1st (to take effect April 1) for staff and April 1st (to take effect August 1) for faculty. You can't do anything until that official notice is in your hand. You can, however, prepare.

PREPARING:

1. Contact your Shop Steward who has been advised what to do.
2. Keep written notes of all meetings and discussions.
3. Decide whether the reasons given for lay-off appear legitimate. If they are questionable, you may grieve your lay-off.
4. Check the Seniority List.
5. Decide whether you wish to bump.

NOTE: (Many of our members dislike intensely the idea of bumping. We understand their personal feelings but stress that there is a process, contractually agreed on, whose purpose is to protect first those who have served the institution longest. It is a principle on which your Union (representing you) and Management have agreed. It is clearly stated in the contract and you should not feel guilty about having to use it.

The Employment Supervisor of the C.E.I.C. in the area is Mr. Klaus Warner. He recommends that, in view of the local employment situation, people who have the option of bumping, should bump. The only cases where he does not generally recommend it are those where the person has the option of early retirement.)

6. If you have the seniority to bump remember that faculty may bump only within their functional area. Staff may bump College wide.
7. Get a job description of the position into which you wish to bump. These are on file for staff positions in Barry Bompas's office. Barry will also try to get the necessary information for faculty employees.
8. You do not compare your qualifications with those of the incumbent but against the requirements of the position. Could you do the job? Could you do it with 20 days retraining?

9. Remember you have the opportunity of taking Severance Pay or of going on the Recall List without Severance Pay. (It is the opinion of the Newsletter that the constant downsizing in the College system makes the Recall List an undesirable option.)
10. Update your resumé: Bring it up-to-date with a list of the duties you perform, or have performed, P.D. you have been involved in, workshops attended or given, etc. Prepare an up-to-the-minute presentation of your skills and abilities.
11. Make an appointment with an Employment Counsellor at the Employment Office. (Tel: 854-2427) Information never did anyone any harm. Counsellors are booked up a long way in advance so don't delay.
12. Take any courses or workshops you can. Gather information. See page 5 of this Newsletter to find out what is available.

WHEN YOU GET YOUR OFFICIAL NOTICE AND DECIDE TO BUMP

(These steps were used last year and will probably be the same this year. The procedures statements are not binding; we are attempting to outline the process by which the College tries to apply the principles of the contract in an orderly way.)

1. First decide whether or not you have grounds to grieve the lay-off.
2. Inform the Personnel Office, IN WRITING, of your decision to bump and, if possible, the position into which you wish to bump. YOU HAVE ONLY 5 DAYS TO DO THIS.
3. Keep your Shop Steward informed. Keep copies of everything.
4. The Personnel Officer notifies the appropriate Dean and the Director of the person you wish to bump.
5. Management determines whether or not you are qualified to bump.
6. If they decide you are not qualified to bump, you may grieve this decision.
7. If your bump is successful, the person bumped will, in all likelihood, receive a lay-off notice.
8. This person will, in turn, follow the procedure outlined.

Remember that under the Collective Agreement, the Union will represent any person laid off.

DID YOU KNOW THAT:

Continuing Education has a course on Resumé Preparation and Job Interviews?

February 28 (Thursday) 7 - 9 pm Chilliwack
(\$10 - Employees are entitled to one free course)

Another day-long course on writing Resumés and Job Search Techniques is available on:

April 3 (Wednesday) 9 am - 4 pm Mission

Services like this are also available from Canada Employment.

DID YOU KNOW THAT:

The Canadian Government publishes the following pamphlets?

How Unemployment Insurance Works For You
Guide for the Job Hunter
Something for Nothing? No. (But if you meet your
obligations, you have a right to UI benefits)
Jump the Barriers and Find a Job
The National Job Bank
Government of Canada Job Creation Programs
Searching for Work is a full-time Job

You can look at these (and more) in the FSA office (Room A339) or get your own copy from your local Canada Employment office.

DID YOU KNOW THAT:

Canada Employment has waiting lists for retraining which are already long? Computer programming wait-list goes up to 1990.

Part of their problem is the increased costs of College courses for their trainees.

DID YOU KNOW THAT:

You can't retrain and have U.I.C.?

DID YOU KNOW THAT:

At the moment severance pay and vacation pay have no bearing on Unemployment Insurance? This may change.

If it does it will probably be considered as earnings - as it was two years ago.

DID YOU KNOW THAT:

You should register with U.I.C. the minute you are unemployed? There is a waiting period of 2 weeks.

DID YOU KNOW THAT:

You get 60% of your U.I.C. Insurable earnings up to \$460 a week? How long it lasts is a very complicated and individual matter. We have pointed out elsewhere the need to make an appointment with an employment counsellor.

(If you have worked for 20 weeks, (making \$92 a week, or working for a minimum of 15 hours defines a work week) then you are eligible for 25 weeks of U.I.C. After that it varies. The maximum is a year.)

You have to be actively seeking work which is reasonably obtainable in order to qualify.

The more qualified you are, the more individual your problem, and the more important counselling becomes.

Canada Employment has a National Job Bank, it has seminars, and funds to help you in your job search.

Remember, this is an insurance service. You have paid for it. Use it.

THANK YOU -

The Newsletter would like to express its thanks for the time the local Supervisor of Employment, Mr. Warner, spent with us and his willingness to help. We were also impressed with the way in which clients were received in the Clearbrook Employment Office; we have heard the horror shows about officialdom too, but we saw and heard kindness and competence in that office and would encourage you to go.

The FSA has requested a seminar on U.I.C. at Abby campus. Tentatively, this will be held in:

ROOM A301 FEBRUARY 20, 1985 12 - 2 PM

If you would like to attend, please get in touch with Marg Starr, local 313, or send a message to her mail box. We will not run this seminar unless at least 10 people wish to come.

Let us know BEFORE FEBRUARY 13, please.

"COMMUNICATIONS COMMITTEE met before Christmas to plan the public information campaign. A series of articles on issues relating to education at the college level is being written for publication in all the Valley papers. The series will end with a student petition. This may be followed-up with a community petition. All FSA members will be sent a booklet containing the articles.

CAC - The early retirement policy has been rejected by the Board. The Overload Policy is now in place.

THE MYTH OF HIGH-TECH JOBS

From "The New Manufacturing: America's Race to Automate," a report submitted to President Reagan by the Business — Higher Education Forum in June. This table, based on the most recent projections of the Bureau of Labor Statistics, shows those occupations that will provide the greatest number of new jobs by 1990 (from Harper's Magazine, August, 1984).

Occupation	New Jobs by 1990	Occupation	New Jobs by 1990
Secretaries	700,000	Blue-Collar-Worker	
Nurses' Aides & Orderlies	508,000	Supervisors	206,000
Janitors	501,000	Typists	187,000
Salesclerks	479,000	Licensed Practical Nurses	185,000
Cashiers	452,000	Carpenters	173,000
Nurses (professional)	437,000	Bookkeepers	167,000
Truck Drivers	415,000	Guards & Doorkeepers	153,000
Food Service Workers	400,000	Computer Systems	
General Office Clerks	377,000	Analysts	139,000
Waiters & Waitresses	360,000	Store Managers	139,000
Stock Clerks	262,000	Physicians	135,000
Element. School Teachers	251,000	Maintenance Repairers	134,000
Kitchen Helpers	231,000	Computer Operators	132,000
Accountants & Auditors	221,000	Child Care Workers	125,000
Helpers (trades)	212,000	Welders & Flamecutters	123,000
Automotive Mechanics	206,000	Electrical Engineers	115,000
		Computer Programmers	112,000

CORRECTION RE COLLECTING ON YOUR EXPENDITURES FOR PRESCRIPTION DRUGS

(Some good news!)

The College Extended Health Care refunds 80% (not 50%) of your costs less, a \$25 deductible.

Send Jo-Anne Higgs of Payroll (Local 206) your receipts (Paste them on the Pharmacare forms your drugstore provides)

If, for instance, you have receipts to show you spent \$225 on prescription drugs, these receipts are sent by the College to the Insurance Company.

\$175 is Pharmacare deductible. So the Company pays 80% of that (less their \$25 deductible), so 80% of \$150 = \$120, which you get back.

The receipts come back and you send them off to Pharmacare in Victoria.

They will pay 80% of any amount over \$175. In our example, this would be \$50. So you get 80% of \$50 = \$40.

You then send your bills back to the Insurance Company who pay the 20% you didn't get from Pharmacare.

A complicated process but worth it. Get going, though. You have only until March 30 to get those receipts to Victoria and they have to have made their trip to the Insurance Company first. (Note: dependants' drug receipts can be included)

ROUND THE PROVINCE

First year enrolment at U.B.C. declined 17% this year - rising costs of tuition and the lack of a suitable student aid program were blamed by the President of the Alma Mater society. Enrolment at University of Victoria decreased by 18%. Dr. Petch, President of U.Vic., thinks the cause was primarily the elimination of the grant program. Even B.C. student loans are the toughest to qualify for in Canada.

From Dr. Petch: "Our production of people with a bachelor's degree has gone down steadily over the last ten years. We continue to import, from other provinces and other countries, over 30% of our annual need for people with university level education ... The big growth has been in professional-type jobs. But we're reserving these jobs for people from other places ... our own kids aren't able to compete ...

(NB. Due to an error in the printing process in the October 1984 issue, for which we apologise, it has been decided to reprint the following article)

DEFERRED SALARY PLAN:

If employee and employer agree to do this you can fund your own year off or provide for your retirement. (Your contributions do not affect your RRSP) You tell the employer to hold back a proportion of your salary. It is placed in a trust and you DO NOT PAY TAX ON IT AT THAT TIME.

You can buy investments with your trust money and your profits are not taxable until withdrawn.

For example: If you earn \$20,000 each year and you instruct your employer to defer 25% of that amount, you would receive \$15,000 a year for 3 years and in the 4th year there would be \$15,000 in your trust account. You could pay yourself \$15,000 and not work in that year. You would pay tax on the money in the year you took it out.

Problems? - apart from living on less than you get now - are primarily in the area of pensions. The Faculty Plan allows the faculty member who has agreed on a deferred salary scheme to pay the contributions for his/her full salary, i.e. \$20,000 per annum. The catch is that on the \$5,000 going into the trust you pay both your own and the employer's portion. In the year you take off you must pay both your and the employer's portion for the whole year and the whole salary. Otherwise, your length of service is reduced or your best average salary is reduced in the pension calculation. So be sure you understand this before you contemplate a deferred salary scheme. (Check with the Superannuation Commission. Do this also if you are going on educational leave)

STAFF CANNOT PAY UP PENSION CONTRIBUTIONS DURING LEAVE AND GET THE SERVICE CREDITED FOR PENSION PURPOSES. The Municipal Plan only gives credit for years actually worked.

If you are interested in deferred salary schemes, communicate with Barry Bompas. The College Management is willing to pursue the possibilities if enough interest is shown.

NEXT ISSUE: THE BOVEY REPORT. PLANNING FOR ONTARIO'S
UNIVERSITY SYSTEM